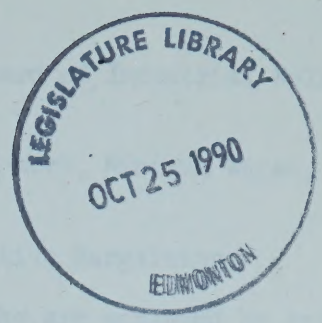
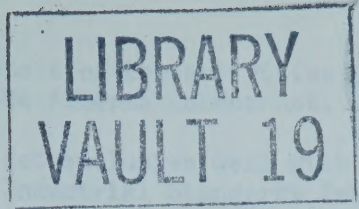


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BOARD
OF
INDUSTRIAL
RELATIONS

ANNUAL
REPORT
1965

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This report is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act.

Parts I to IV of the Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purpose of Collective Bargaining.

Part VI sets forth procedure where female employees who are employed by employers to perform identical or substantially identical work as males may register claims for equal pay.

This report deals with those phases of the Board's work in giving assistance to workers and employers and affecting just and friendly settlements of all disputes,

PARTS I TO IV INCLUSIVE

→ *continued in R.B. Office
now here*

January 1/62 January 1/63 January 1/64 January 1/65
December 31/62 December 31/63 December 31/64 December 31/65

Number of Board Meetings (Including Public Hearings)	63	58	47	47
Number of Inspections	27,249	42,578	38,364	46,480
Number of Business Places Inspected	8,894	13,994	11,503	12,916
Number of Employees Affected by Inspections	49,671	67,318	68,383	76,443

SETTLEMENTS MADE:

Overtime Arrears	\$ 48,953.33	\$ 55,456.13	\$ 48,982.24	\$ 88,280.71
Vacation Pay Arrears	72,022.96	80,015.44	75,888.77	75,459.03
Under-Payment of Minimum Wages	15,854.53	12,493.94	9,608.85	10,219.00
Non-Payment of Wages Due	145,840.24	108,175.85	86,136.65	120,245.17
General Holidays	---	---	---	9,021.92
TOTAL	\$ 282,671.06	\$ 256,141.36	\$ 220,616.51	\$ 303,225.83

Number of Employees Affected by Above Settlements:

Male	3,032	3,757	3,470	4,569
Female	1,279	1,119	1,008	1,729

<u>Number of Complaints Received:</u>	6,547	6,793	8,081	10,122
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Number of Employees for Whom Weekly Increases Obtained to at Least the Minimum Wage:

Male	58	98	48	69
Female	<u>286</u>	<u>258</u>	<u>124</u>	<u>263</u>
TOTAL	344	356	172	332

January 1/63
December 31/63

January 1/64
December 31/64

January 1/65
December 31/65

Amount of Weekly Increases Obtained for Above Employees:

Male	\$ 437.84	\$ 160.44	\$ 354.9
Female	<u>765.13</u>	<u>421.87</u>	<u>885.0</u>
TOTAL	\$ 1,202.97	\$ 535.31	\$ 1,240.0
Number of Vacation Pay Stamp Books Sold	26,870	27,471	28,711
Amount of Vacation Pay Stamps Sold Under Order No. 6	\$1,672,404.07	\$1,961,381.32	\$2,371,088.1

INDUSTRIAL STANDARDS:

Number of Schedules	15	15	1
Number of Interviews	682	602	56
Number of Inspections	311	268	22
Number of Complaints	68	76	8

PROSECUTIONS:

Number of Businesses Charged	140	149	13
Number of Informations Entered	176	285	31
Number of Counts Involved	425	949	74
Convictions	115	159	22
Withdrawals	26	71	8
Dismissals	2	3	
Pending	72	125	12
Appeals	--	5	

Amounts of Fines Assessed	\$ 3,535.00	\$ 2,967.50	\$ 3,431.0
Amounts of Costs Assessed	488.90	628.60	733.3

Amounts Implicated:

Minimum	\$ 9,862.00	\$ 2,286.70	\$ 5,568.5
Arrears of Wages	19,712.33	27,632.22	45,775.2
Vacation Pay	<u>13,017.72</u>	<u>19,001.74</u>	<u>21,982.0</u>
TOTAL	\$ 42,592.05	\$ 48,920.66	\$ 73,325.8

REMARKS:

From the above mentioned figures it will be noted that prosecutions under The Alberta Labour Act are still increasing each year. Of note during the past year was the fact that appeals against the Crown were dismissed in both District and Supreme Court. An interesting ruling was made by His Honour Judge T. L. Cross which now confirms our practice of refusing to acknowledge set-offs against Vacation Pay arrears. Six appeals were abandoned by the defendants.

Our Charges against M. L. Terrabain have been successfully concluded and he was committed to 60 days in Fort Saskatchewan Gaol. His time was completed on December 28, 1965, but he has since been returned for 18 months on other criminal charges. We still have outstanding 5 charges under Section 41(6) and 43(8) and although these have been laid, they have not been proceeded with as of this date.

SUMMARY OF COURT CASES-BOARD OF INDUSTRIAL RELATIONS

Charges laid for Infractions of
The Alberta Labour Act and Orders

For Year 1965

	Information Brought Forward From 1964	No. New Cases in 1965	Total Completed	Convictions	Dismissals	Withdrawals	Committals	Warrants Executed	Balance
	Arrears	I/D Days	Costs	Fines					
Sec. 11(1) Failure to Maintain Time Records		275	25.90	220.00					4
Sec. 11(4) Failure to Produce Records on Board Order		420	55.60	375.00					11
Sec. 29 Orders #1 and #2	5,538.51	321	160.10	300.00				1	18
Sec. 41 Failure to Pay Wages	45,775.28	416	229.55	994.00				3	38
Sec. 43 Vacations with Pay								1	27
Order No. 5	11,915.40		170.60	920.00					6
Vacations with Pay									
Order No. 6	10,036.61		67.90	490.00					
Sec. 43 (8) Failure to Pay Order or Fines and Costs								1	14
Sec. 41 (6) Failure to Pay Order or Fines and Costs									
Sec. 52 Automotive Schedule	13.35	3	2.80	25.00					10
Sec. 72 (7) Part V of The Alberta Labour Act		45	11.30	27.00				2	0
Sec. 10 Obstructing an Inspector		60	6.60	50.00				1	0
Sec. 18 Failure to Post Shift Schedule		30	3.00	30.00					1
	73,359.15	1,570	733.35	3,431.00				1	129
	125	314	310	223	1	86	2	6	

LABOUR WELFARE
ANNUAL COMPARATIVE STATEMENT
1964 - 1965.

	HOUSEKEEPING		TOILETS		LUNCHROOMS		CHILDREN		HEAT	
	<u>1964</u>	<u>1965</u>	<u>1964</u>	<u>1965</u>	<u>1964</u>	<u>1965</u>	<u>1964</u>	<u>1965</u>	<u>1964</u>	<u>1965</u>
Outstanding on January 1st	11	24	47	49	13	12	0	1	0	0
Number of new instructions issued	49	32	37	30	14	6	1	0	0	2
Number of instructions completed	36	42	35	40	15	11	0	1	0	2
Outstanding as at December 31st	24	14	49	39	12	7	1	0	0	0
Number of employees involved in new instructions in 1965										
			Male	- 556						
			Female	- 393						
			TOTAL	949						

Board Activities - Part V

<u>CERTIFICATIONS</u>	<u>1962</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>
Granted	210	143	131	187
Refused	64	37	39	38
Returned	30	11	5	4
Withdrawn	3	4	2	6
Pending	8	8	16	7

REVOCATION OF CERTIFICATION

Certification Revoked	14	12	14	9
Applications for Revocation Refused	9	14	12	3
Applications for Revocation Pending	1	2	4	0
Applications for Revocation Withdrawn		11	1	0

CONCILIATIONS

Completed (Settled)	48	70	81	84
Pending	16	19	14	21
Withdrawn or Cancelled	16	13	1	7
To Conciliation Board	58	36	39	44
Lapsed	3	1	0	2

CONCILIATION BOARDS

Unanimous Awards	18	33	21	22
Majority Awards	3	12	7	12
Pending	13	4	2	4
Dissent by Employers Members	3	12	5	6
Dissent by Employees	0	0	2	5
Dissent by both members in different clauses	0	0	0	0

CONCILIATION BOARD AWARDS

Accepted by both parties	8	21	8	84
Accepted by Employers only	1	37	4	24
Accepted by Employees only	61	7	10	0
Rejected by both Parties	4	16	14	5
Settled before Award Submitted	11	4	2	2

Some Conciliation Boards dealt with disputes involving more than one employer.

	<u>1962</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>
<u>VOTES</u>				
Re: Appointment of Bargaining Agent	41	20	20	16
Re: Conciliation Board Awards	60	82	28	26
Re: Strike Action	37	33	15	37
Re: Revocation of Certification	12	10	12	8
Re: Section 104 of The Alberta Labour Act	41	1	2	22

STRIKES AND LOCKOUTS

After provisions of The Alberta Labour Act complied with

Strikes	14	13	1	7
Lockouts	0	0	0	0

Numbers involved in legal strikes and lockouts

Employers	14	13	1	7
Employees	425	721	52	247

THE INDUSTRIAL WAGES SECURITY ACT

A comparative statement as to deposits, exemptions and wage claims under The Industrial Wages Security Act is as follows:

<u>Lumbering Industry</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>
Negotiable Security	\$ 45,400.00	\$ 49,153.00	\$ 49,255.00
Surety Bonds	<u>14,400.00</u>	<u>41,678.31</u>	<u>30,400.00</u>
	\$ 59,800.00	\$ 90,831.31	\$ 79,655.00
Exemption Certificates Granted	104	116	127
Wage Claims:			
Number	121	129	84
Amount	\$ 5,268.67	\$ 9,385.76	\$ 6,198.75
<u>Coal Mining Industry</u>			
Negotiable Security	\$ 33,741.07	\$ 13,741.07	\$ 15,140.07
Surety Bonds	<u>3,700.00</u>	<u>3,700.00</u>	<u>3,700.00</u>
	\$ 37,441.07	\$ 17,441.07	\$ 18,840.07
Exemption Certificates Granted	35	36	33
Wage Claims:			
Number	1	2	4
Amount	Nil	\$ 80.00	\$ 370.91
<u>Coal Mining & Lumbering Industry</u>			
Total Securities	\$ 97,241.07	\$108,272.38	\$ 98,495.07
Total Exemption Certificates	139	152	160
Total Wage Claims:			
Number	122	131	88
Amount	\$ 5,268.67	\$ 9,465.76	\$ 6,569.66

APPROPRIATIONS

Appr. No. 1705 A

PARTICULARS

R. EXPENSES

ESTIMATES

1965 to 1966

PROPOSED ESTIMATES

1966 to 1967

FINAL

ESTIMATES

AMOUNT EXPEND

Sept. 30, 19

100	Accountable Advances	\$		\$		\$	\$
130	Advertising		500.00		500.00		500.00
145	Automobile Purchase						
160-							
185	Automobile (Equipment other than for travel)						
260-							
275	Contracts & Agreements						
305	Entertainment						
	Expenses		200.00		200.00		200.00
320	Fees & Commissions						23.70
	(Include Convention Registration)		25,000.00		40,000.00		40,000.00
335	Freight, Express & Cartage		1,000.00		1,000.00		1,000.00
350	Furnishings, Equipment & Tools		3,200.00		2,500.00		2,500.00
480	Maintenance in Homes & Schools						
495-							
605	Materials & Supplies (Admin.)		15,000.00		15,000.00		15,000.00
610-							
650	Materials & Supplies (Const.)						
680	Miscellaneous Expenses		50.00		50.00		15.00
740	Postage		4,000.00		4,000.00		4,000.00
770-							
785	Rentals		1,000.00		1,500.00		1,500.00
795	Repair & Maintenance (Equipment & Tools)						
800	Repair & Maintenance (Office Machines)		1,000.00		1,000.00		1,000.00
805	Salaries		355,970.00		389,435.00		389,435.00
825	Telephone & Telegraph		2,000.00		2,000.00		2,000.00
835	Transportation (Payment of)						
845	Travel Expense, other than Public Servants		5,000.00		5,000.00		5,000.00
860-							
915	Travelling Expenses of Public Servants (In- clude Car Expenses)		30,600.00		42,000.00		42,000.00
930	Tuition (Payment of)						
960-							
970	Utilities						
980	Wages						

TOTAL:	\$444,520.00	\$504,185.00	\$504,150.00	\$230,932.29
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REVENUE:

Increase or decrease in staff
Give details:

(One new Industrial Relations Inspector I.
(One additional Clerk Typist I - Edmonton office.

ADDENDUM

The Board, following public hearings held in the fall of 1964, reviewed all its Orders during 1965. As a result of changing conditions and current trends Orders respecting the basic minimum wage, hours of work and vacations with pay were amended and new Orders were made respecting general holidays.

Effective July 1, 1965 the minimum wage in larger centers was increased to \$1.00 per hour. Formerly there was a differential between centers of over 5,000 population and the smaller centers. In order that the impact would not be too great in the smaller centers the minimum wage was increased by steps: to 85¢ per hour July 1, 1965, 95¢ per hour January 1, 1966 and \$1.00 per hour July 1, 1966 at which time the minimum wage will be uniform throughout the Province.

Formerly the 44 hour week was mandatory only in centers of over 5,000 population. This Order of the Board was amended to provide for the 44 hour week throughout the Province effective January 1, 1966 to coincide with the 10¢ increase in the minimum wage in smaller centers to protect employees from a loss in wages due to the reduction in maximum hours of work.

Certain Board Orders of limited application specified a minimum wage and these were amended to reflect the increase in the basic minimum wage. These amendments affected operators in public commercial telephone exchanges serving less than 100 lines, employees in day laborer's and similar camps, certain salesmen, taxi cab drivers and ambulance drivers and attendants.

In certain industries the Board had made Orders removing the weekly limitation of hours of work and placing this on the equivalent monthly basis of 208 hours. To reflect the shorter work week these Orders were amended to provide a monthly limitation of 191 hours. The employees affected were those engaged in highway construction, geophysical exploration, logging and sawmills, camps, land surveying and oil well servicing. The Order applying to pipeline construction was also amended to limit hours of work to 44 in a week.

Separate Orders respecting vacations with pay had applied to the construction industry, coal mines and heavy construction. The Board deemed it advisable to rescind these Orders of limited application and to bring all employees within the application of the general Order. This was done effective January 1, 1966 at which time the use of the stamp system to record vacation credits for employees in the construction industry terminated.

The Board issued two new Orders respecting general holidays effective July 1, 1965. The Order of general application provides that employees shall be given a holiday on five named holidays (New Year's Day, Good Friday, Dominion Day, Labour Day and Christmas Day) when any of such days fall on a day that would otherwise be a day of work. If an employee is required to work on any of the holidays he shall in addition be paid wages for the work performed or be given another day off with pay in lieu of the holiday. In the construction industry employees are to be paid 2% of their regular wages in lieu of being given the holidays.

The Board rescinded the Order providing for extended hours of work for employees of irrigation districts effective January 1, 1966 and the Order of general application now applies to such workers.

The Board also rescinded the Order applying to elevator repair crews employed by grain companies to which the Canada Labour (Standards) Code now applies.

The Order providing for wages less than the minimum wage to be paid to inexperienced female employees in the garment industry was rescinded effective April 1, 1966 as a survey indicated that employees were taking no appreciable advantage of this Order.

